

Educator Goals and Plan Form



Educator—Name/Title: Gary Reese / Superintendent

Primary Evaluator – Name/Title: Ken Gray, School Committee Chair

Plan Duration: ☐ Two-Year ☒ One-Year ☐ Less than a year _____

Start Date: 09/01/15 End Date: 06/30/16

This Educator Plan is “designed to provide educators with feedback for improvement, professional growth, and leadership,” is “aligned to statewide Standards and Indicators in 603 CMR 35.00 and local Performance Standards,” and “is consistent with district and school goals.” (see [603 CMR 35.06 \(3\)\(d\)](#) and [603 CMR 35.06\(3\)\(f\)](#).)

Signature of Evaluator _____ Date: _____

Signature of Educator* _____ Date: _____

* As the evaluator retains final authority over goals to be included in an educator's plan (see [603 CMR 35.06\(3\)\(c\)](#)), the signature of the educator indicates that he or she has received the Goal Setting Form with the “Final Goal” box checked, indicating the evaluator's approval of the goals. The educator's signature does not necessarily denote agreement with the goals. Regardless of agreement with the final goals, signature indicates recognition that “It is the educator's responsibility to attain the goals in the plan and to participate in any trainings and professional development provided through the state, district, or other providers in accordance with the Educator Plan.” (see [603 CMR 35.06\(4\)](#))

Student Learning Goal(s): During the 2015-2016 school year, through modeling, leading, planning and facilitation, the district will achieve an improved progress and performance index (PPI) rating for the high needs subgroup, as measured by the 2016 accountability report from the Massachusetts Department of Elementary and Secondary Education.

Action	Supports/Resources from School/District	Timeline or Frequency
Review of 2014-2015 MCAS performance data with all leadership team members and provide support for data discussions/MCAS review within each building	DESE Data team Toolkit, online resources	Fall 2015
Work with middle school administration and staff to pilot a data-based decision making model to address achievement gaps and growth targets, particularly in the lower middle school grades	Data Coach's Guide, by Nancy Love	Monthly
Support the selection and implementation of DDMs	District DDM Working Group	Fall-Spring
Work with principals and community agencies to identify and implement support for social/emotional needs of students which may influence student academic performance	Allocation of resources	Monthly
Develop plan to support high school students that have not passed the MCAS Competency Determination or are at risk of failure on state testing	Time and resources for Director of teaching and Learning to meet with high school staff, EWIS data review	Fall-Winter
Continue training with administrators on the use of the teacher evaluation system	DESE resources, OASYS/My Learning Plan	Fall/Winter

*Additional detail may be attached if needed.

Educator—Name/Title: Gary Reese / Superintendent

Professional Practice Goal(s): *Through the involvement of multiple stakeholders in the review of district strengths and areas for growth, the superintendent will conduct an entry process that leads to the development of a multi-year strategic plan with annual goals/benchmarks, as measured by a public presentation of the plan by June 2016.*

Action	Supports/Resources from School/District	Timeline or Frequency
Attendance at New Superintendent Induction Program (NSIP) professional development days	Time and resources for participation in the NSIP program	10/7/15, 11/18/15, 1/20/16, 2/10/16, 3/16/16, 5/4/16
Regular meetings and communications with NSIP coach	N/A	Ongoing/monthly
Development of Entry Plan	N/A	September 2015
One-One and small group meetings with groups identified in Entry plan	N/A	Sept-Dec 2015
Presentation of Entry Plan Findings to School Committee	N/A	January 2016
Facilitate a comprehensive strategic planning committee	Strategy in Action, NSIP resources and consult, various district audits and reviews	February 2016 – May 2016

District Improvement Goal(s): *By June 2015, the district will improve communications with parents, the school community and the community as a whole.*

Action	Supports/Resources from School/District	Timeline or Frequency
Maintain an up-to-date and current Twitter Account	N/A	Ongoing
Establish a school community facebook page	N/A	October/Ongoing
Review of school practices for communicating information to families (i.e. 'policies')	N/A	October - November
Update the district website and monitor regular postings	N/A, Website training and resources	September/ongoing
Work with Assistant Superintendent of Finance to establish more meaningful communications regarding the district budget to school committee and community	SoftWrite training	October – December
Establish a committee with teachers, administrators and parents to develop improved opportunities for two-way communication at all levels	N/A	January – February